09.05.2022

Open Letter To: Mr Allan Leighton, BrewDog Board **via email only** [redacted]
RE: Request to cease perpetuating false allegations and perceived retaliation against former workers

Dear Mr Leighton and The BrewDog Board

I am writing to you today on behalf of the former and current employees on the Affected Worker's Platform, and other former workers who have expressed concern and distress at BrewDog's perceived campaign of intimidation and retaliation. I have tried to address this with Representatives of your company over the last months, to no avail. I am professionally and amicably trying again. In particular, this letter appeals to the Board to ensure BrewDog and Representatives cease the public assertions that platform participants, Punks With Purpose members, or any former employees supporting either group, are engaged in a criminal conspiracy based on a personal vendetta against the CEO and Company.

We invite the Company to undertake the following actions, which we hope would go some way to alleviating the distress and material harms experienced by former employees now, and in the previous months.

1. Remove the malicious claims about former employees from all BrewDog platforms noted in Annex 1, unless, evidence of the conspiracy referenced is presented to those accused – via direct response to this letter or publicly.

2. Ensure Wiser retract and withdraw their support of this claim, unless, evidence of the conspiracy they speak to is presented to those accused – via direct response to this letter or publicly. We note, the findings of their independent review opposed the statement of support provided.

3. Cease all actions and communications that interfere with the platform participants' and former workers' rights to due process with legal recourse. We have continued our work to analyse these claims to have them placed with suitable legal representatives. The veracity of any claim will and should be assessed by appropriate bodies and be subject to the guidance of the legal system. Certainly, the Company should welcome the rigours of any investigation and professional assessment.

   The platform participants and former workers undisputedly have the right to due process with regulatory bodies and legal recourse. I, and Hand & Heart, have the right to support them as they

seek relevant legal avenues available to them. We request that there is no future assertion of a criminal conspiracy driven by former employees in the press, to current staff, as part of any separate legal complaint, on EFP forums, social media, or any other channel – unless, evidence of the referenced conspiracy is presented to those accused – via direct response to this letter or publicly.

To reiterate, as it relates to the allegations of former workers being involved in a criminal conspiracy, we invite the Company to present the clear supportive evidence of this claim, in particular, as it relates to named or identified individuals, or individuals who have been approached by Private Investigators. No participating member of the platform, members of PWP or former employees I have spoken to has been made aware of claims against them. BrewDog has perpetuated the claims for such a substantial amount of time and BrewDog is obliged to provide those they have accused with evidence. Notably, as there are no proceedings against noted individuals that could be prejudiced by the disclosure of evidence, and seemingly no other means by which the allegations' veracity can be determined - we invite this evidence to be presented without delay. Failing this disclosure of evidence regarding those accused, we reiterate our request in (1), (2), and (3).

Attached is Annex 1 (referenced in (2)), which comprises the public documentation of this allegation being perpetuated by the Company or Representatives. This document clearly indicates BrewDog and Representatives have been the sole initiators of any discussion of a criminal conspiracy and as it has been nearly a year of perpetuating the claim, have yet to engage with those accused to present evidence of their alleged wrongdoings. It is our expectation that the claims are removed from BrewDog and BrewDog Representatives' platforms.

In summary, we are asking the Company to stop using its resources and privileges to intimidate and defame individuals seeking justice for their claims and experiences. BrewDog did not want to engage with these individuals on terms that felt safe and fair to participants and therefore, we respectfully request you to allow them the right to due process.

You are welcome to reply to this Letter, and you are welcome to call me directly anytime to discuss the matter further. We would like to reiterate that we are requesting the perceived intimidatory conduct by BrewDog and its Representatives to cease so due process can take place; and for any harmful, malicious falsehoods directed at former employees to be removed. I am open to any diplomatic means of communication to facilitate this resolution.

Regards,

Kate Bailey
Managing Director / Hand & Heart GmbH / Reuterstrasse 80, 12053 / BERLIN, Germany

HAND&HEART

09.05.2022

Open Letter To: Wiser Board **via email only** [redacted]
RE: BrewDog, Request of retraction of support of false allegations regarding former employees

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Dear Wiser

I am writing to you today on behalf of the former and current employees on the BrewDog Affected Worker's Platform, and other former workers who have expressed concern and distress at BrewDog's perceived campaign of intimidation and retaliation; and further, Wiser's supporting role in upholding these unevidenced claims resulting in the targeting and subsequent undue distress of former employees. This letter requests that Wiser retract and withdraw their support of BrewDog's claim that former employees have been engaged in a criminal conspiracy or, as Wiser phrased it, on a mission to damage the brand – unless, evidence of this conspiracy or mission can be presented to those accused.

Notably, the findings of Wiser's independent review regarding the intention of former employees oppose the core substance of the claim of any conspiracy. We further note that the statement Wiser issued on 06.04.2022 does not align with widely available public uses of the quote by BrewDog and BrewDog Representatives, and therefore does not represent an appropriate or adequate clarification.

In support of the request, I have attached:

1) An Open Letter Hand & Heart has sent to the BrewDog Board, requesting the allegation is addressed. Notably, we have asked them to request Wiser withdraw support of the unevidenced allegation/s.

2) Annex 1, which comprises the public documentation of variations of this allegation being perpetuated by BrewDog or BrewDog Representatives, and Wiser.

Last, I wish to note a Letter of Complaint RE Data Handling (21.04.2022) which expressed concerns about the handling of data of those participating in the BrewDog independent review. This letter has not been given a notice of receipt, as requested of Wiser. This inaction and perceived dismissal suggests that Wiser does not plan to respond to the complaint or concerns raised. Therefore, the recourse shall be to proceed with initiating a group complaint with the

ICO, alongside other actions to address the concern that both Wiser & BrewDog may have corrupted the independence of the review.

You are welcome to reply to this Letter to inform us of your response to the above, and you are also welcome to call me directly anytime to discuss the matter further. We would like to reiterate that we are requesting the perceived intimidatory conduct to cease so due process can take place; and for any harmful, malicious falsehoods directed at former employees to be removed. I am open to any diplomatic means of communication to facilitate this resolution.

Regards

Kate Bailey

Managing Director
Hand & Heart GmbH
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